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PERSONNEL
1956

RECruitment

EMPLOYMENT OF DRAFT-ELIGIBLE PERSONNEL

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1. GENERAL

This regulation prescribes the circumstances under which individuals subject to induction under Selective Service Regulations may be accepted for Agency employment. Nothing in this regulation will be construed

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2. DEFINITIONS

a. DRAFT-ELIGIBLE INDIVIDUAL

An individual who is subject to military service, as required by law.

b. DRAFT-EXEMPT INDIVIDUAL

An individual who is not subject to military service because he:

- (1) Has completed the required service,
- (2) Maintains military reserve status, or
- (3) Has been exempted for medical or other reasons as determined by a Selective Service Board.

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3. POLICY

- a. As a rule, qualified, mature, draft-exempt individuals are the more desirable candidates for employment. When such personnel are unobtainable, or are available in limited numbers short of Agency requirements, qualified individuals from whom at least one year's service before draft call can reasonably be anticipated will be considered for employment. Only those candidates who evidence a sincere intention of pursuing an active career with the Agency before and after the required period of military duty should be considered for employment.
- b. Deferment of draft eligibles so employed will be requested only when consistent with the policies expressed in Regulation No. [REDACTED] Military Deferment. Individuals will be put on notice by the recruiting or initial interviewing officer that no draft deferment will be requested for him by the Agency and that upon entrance on duty he will be required to sign a memorandum of understanding to that effect.

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4. RESPONSIBILITIES

a. DIRECTOR OF PERSONNEL

The Director of Personnel is responsible for ensuring that the policy stated above is applied in employment actions. He is also responsible for ensuring that the individuals separated from the Agency for military service are accorded reemployment rights in compliance with the provisions of the Universal Military Service and Training Act and other pertinent legislation for veterans, following satisfactory completion of such military service.

b. OPERATING OFFICIALS

Operating Officials are responsible for ensuring that the policies stated above are applied in the selection of personnel within their respective jurisdictions. Full recognition and consideration must be given to the Agency's responsibilities for restoring the individual to his position or, if this is not possible, to a position of like status and pay following satisfactory completion of military service.

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5. PROCEDURES

- a. The initiating office is responsible for determining and identifying the particular T/O positions for which draft-eligible personnel are acceptable and may be recruited. Each Standard Form No. 52: Request for Personnel Action (SF-52), requesting recruitment for such position will have indicated under "Remarks" a statement indicating the acceptability of draft-eligible candidates.
- b. At the time a recruitment request is submitted or employment processing of an acceptable draft-eligible candidate is requested, the Operating Official concerned will certify in the "Remarks" section of the SF-52, to his understanding that (1) the individual's draft deferment will not be requested except in accordance with the provisions of Regulation [REDACTED] and (2) the individual, if he is inducted for military service and satisfactorily completes the required period of such service, will have mandatory restoration rights to his position or, if this is not possible, to a position of like status and pay. This certification will consist of the following statement: "Draft deferment and restoration conditions per [REDACTED] paragraph 5b."
- c. As a part of the entrance-on-duty processing of a draft-eligible appointee, he will sign a memorandum of understanding that a request for draft deferment will not be submitted on his behalf by or in connection with his employment with the Agency, except as it may become appropriate upon his reassignment to a position warranting such action; and, further, that reassignment will not be negotiated for the purpose of placing him in such a position in order to request a deferment.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

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John
John L. M. [REDACTED]
Deputy Director
(Support)

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